

# Michael D. Christian

MD, MSc (Public Health), MBA, FRCPC, DRCPC, FCCP, FCCM, CCPE, DLSHTM, DTM&H

web CV: [www.drmikechristian.com](http://www.drmikechristian.com) | [www.linkedin.com/in/mdchristian](http://www.linkedin.com/in/mdchristian)

A healthcare executive leader with 30 years of experience and a strong track record of high-performance. Specialisms include critical care, infectious diseases, military, aviation and pre-hospital medicine. Brings significant experience in clinical management and leadership. Accustomed to participating in defining clinical strategy and policy direction. Brings deep knowledge of clinical safety and governance processes. Works in collaboration with multi-disciplinary colleagues. Enjoys identifying and pursuing opportunities for positive change with an innovative mindset. Possesses a large publication portfolio, including +90 peer-reviewed papers. A retired member of the Regular Forces of the Royal Canadian Air Force. Responded to numerous disasters, including SARS, 2010 Haiti earthquake, the London Bridge attack and COVID. Advisor to several governments about emergency preparedness issues. Displays high levels of motivation and resilience. Commitment to the values of public service and healthcare. Genuinely passionate about servant leadership, learning, human factors, and developing service excellence. Operates with humility, honesty and integrity.

## Key Skills

**LEADERSHIP:** A highly credible, inspirational and motivational leader. Creates a leadership pull that people engage with. Skilled at articulating his vision, empowering team members and addressing underperformance. Sets the precedent for openness and inclusion. Offers considerable experience of participation in, and oversight of, clinical governance. Leverages servant and intent-based leadership.

**POSITIVE CHANGE:** Demonstrable experience of leading, introducing and managing change programmes. Previously developed clinical/patient pathways and programmes to improve patient safety and drive quality improvement by stimulating a culture of curiosity and leveraging data. Understands the need for careful monitoring of progress/outcomes.

**COMMUNICATION:** Communicates effectively at all levels - including Board & Ministerial - in writing and verbally. Extremely credible to internal and external stakeholders. Succeeds at building strong and productive relationships. Possesses interpersonal skills that instil trust, confidence and following. Excels at negotiation, resolving conflicting priorities and gathering consensus.

**STRATEGIC:** Highly skilled at strategy development, with strong analytic, problem-solving and critical reasoning skills. Committed to improving patient safety and willing to challenge constructively. Adept at assessing risks, anticipating difficulties and achieving objectives. Experienced in evaluating and designing systems-based solutions to address failures or enhance efficiency.

## Awards

Presidential Citation - Society of Critical Care Medicine (2017)  
Distinguished CHEST Educator - American College of CHEST Physicians (2017)  
Canadian Armed Forces General Campaign Star - South-West Asia (GCS-SWA) (2012)  
Canadian Armed Forces Queen Elizabeth II Diamond Jubilee Medal (QDJM) (2012)  
Canadian Armed Forces Operational Service Medal – HUMANITAS (OSM-HUM) (2010)  
The Karen McGibbon Award of Excellence, Mount Sinai Hospital (2011)

## Career History

**CHIEF MEDICAL OFFICER (CMO)** **2021 - present**  
**British Columbia Emergency Health Services (BCEHS)**  
**PROFESSOR (Clinical)**  
**Faculty of Medicine, Division of Critical Care, University of British Columbia**

The CMO is the most senior clinical leader in BCEHS is accountable for ensuring all programs and services meet the highest quality and standards of medical care. In a dyad with the Chief Operating Officer, the CMO is jointly accountable for the delivery of Clinical Operations and direction of human, financial, and material resources required to support BCEHS' strategic goals, vision and policies.

- Responsible for leading 5,500+ clinicians and staff
- Jointly accountable for the delivery of a \$614M (CAD) budget
- Directly accountable to the BCEHS Board of Directors for clinical governance and care quality
- Executive lead for numerous strategic projects, including transformation of the interfacility transport/critical care system and the largest scope of practice expansion for paramedics in the history of BCEHS
- Served as Provincial Medical Director for Trauma Services BC, and Locum ICU Consultant Fraser & Interior Health

**CLINICAL GOVERNANCE ADVISOR (Honorary Contract)** **2021 - present**  
**RESEARCH & CLINICAL EFFECTIVENESS LEAD – HEMS DOCTOR** **2018 – 2021**  
**London's Air Ambulance/Bart's Health NHS, UK**

Member of the senior clinical team responsible for the delivery of key objectives within LAA's research and quality strategy.

- Encouraged, inspired and coached LAA consultants, doctors and paramedics to build their academic profiles enabling several to lead their first research studies, including Zone 1 REBOA and response to terrorism incidents, among others.
- Led the development and delivery of a £673,350.00 (CAD 1,461,480.00) digital transformation strategy, including the establishment of the governance structure, tripartite organization executive leadership engagement, and served as the senior sponsor for the introduction of an electronic patient record, database upgrade, data sharing agreements, operational efficiencies projects, recruitment and supervision of members of a new data & digital team.
- Led, promoted and advised on quality improvement, including clinical audit, service evaluation, implementation of monthly activity reporting and development of a data-driven culture of performance and innovation.

<b>CLINICAL LEAD</b> <b>Essex &amp; Herts Air Ambulance Trust, UK</b>	<b>2017 - 2018</b>
<p>Accountable to the Medical Director and responsible for clinical safety, education, team development, and administration for HEMS consultants and doctors. Remit included leadership of 5 direct reports and an overall team of approx. 30 physicians.</p> <ul style="list-style-type: none"> <li>Designed and led the development of a Clinical Cabinet and restructuring of the clinical operations section to alignment to clinical and work streams in conjunction with the Medical Director.</li> <li>Led safety management system implementation (Radar by Smartgate Solutions); including overseeing the development, configuration and testing.</li> </ul>	
<b>SPECIALIST REGISTRAR - HEMS/ PRE-HOSPITAL CRITICAL CARE DOCTOR</b> <b>Barts Health Trust (London's Air Ambulance/Essex &amp; Herts Air Ambulance Trust), London, UK</b>	<b>2016 - 2017</b>
<p>Provided a range of advanced interventions and expert medical assessment to patients, with a focus on the highest standards of care and minimising the delay between injury and definitive interventions.</p>	
<b>CHIEF SAFETY OFFICER (CSO)</b> <b>MEDICAL DIRECTOR – CRITICAL CARE RESPONSE TEAM</b> <b>CONSULTANT PHYSICIAN – CRITICAL CARE MEDICINE</b> <b>Niagara Health System, Canada</b> <b>ASSOCIATE PROFESSOR, McMaster University, Department of Medicine, Canada</b>	<b>2015 - 2016</b>
<p>Recruited to join the executive leadership team at the largest multi-site hospital in Ontario, which was in Special Measures and following a major restructuring to the board and executive. Established strategic alignment of all safety-sensitive portfolios, including Quality &amp; Risk Management, Infection Control &amp; Prevention, Antibiotic Stewardship, Critical Care Response Teams, Medication Administration, Emergency Preparedness and Occupational Health. Advanced key safety systems and processes across the organization.</p> <ul style="list-style-type: none"> <li>Advised the NHS CEO and Chief of Staff/EVP Medical on resource needs/utilisation to achieve excellent outcomes in quality and safety and positive safety culture in addition to directly overseeing the management of several large safety incidents.</li> <li>Designed, developed and implemented Critical Care Response Team including the delivery of training to the multi-disciplinary team members.</li> </ul>	
<b>TRANSPORT PHYSICIAN</b> <b>ORNGE Transport Medicine (formerly Ontario Air Ambulance), Canada</b>	<b>2008 - 2016</b>
<p>Worked across a variety of functions within Ontario's unified aeromedical emergency and critical care transport service (Ornge), principally providing direct and online medical control of flight and ground transport critical care paramedics. Remit included in determining the priority and resource needs to service emergency requests.</p>	
<b>SPECIALIST MEDICAL OFFICER</b> <b>Regular Forces - Canadian Armed Forces, Canada</b>	<b>2009 - 2015</b>
<p>Responsible for leading a team of highly-trained, multi-disciplinary professionals in the provision of speciality medical care in critical care and infectious diseases whilst promoting health protection and education.</p> <ul style="list-style-type: none"> <li>Providing expert advice to the military leadership regarding CBRN, critical care, public health and infectious diseases.</li> <li>Maximising skills and capabilities of physicians, nurses, physician assistants, and paramedics by participating in the development/delivery of primary and continuing medical education.</li> </ul>	
<b>CONSULTANT PHYSICIAN – INTENSIVE CARE</b> <b>MEDICAL DIRECTOR - CRITICAL CARE RESPONSE TEAM (ACCESS)</b> <b>PMH ACUTE CARE PHYSICIAN LEAD</b> <b>Critical Care &amp; Infectious Diseases, Mount Sinai Hospital &amp; University Health Network, Toronto, Canada</b> <b>ASSISTANT PROFESSOR (CLINICIAN-INVESTIGATOR)</b> <b>University of Toronto, Infectious Diseases &amp; Critical Care Medicine/ Public Health Sciences, Canada</b>	<b>2010 - 2015</b>
<p>Led multi-disciplinary clinical teams rotating between three large quaternary care academic medical-surgical ICUs, including specialities in neuro-critical care, advanced pulmonary failure, ECMO, and obstetrics.</p> <ul style="list-style-type: none"> <li>Led the resuscitation programme at Mount Sinai Hospital and provided supervision and training (including simulation) to medical students, residents and senior fellows.</li> </ul>	
<b>DIRECTOR/SECRETARY (FOUNDING BOARD)</b> <b>Ontario Agency for Health Protection &amp; Promotion, Ontario, Canada</b>	<b>2005 - 2008</b>
<p>Following on from the recommendations of The SARS Commission, served on the Public Health Agency Implementation Task Force to design and develop a Public Health Agency for Ontario to strengthen the response to public health emergencies and subsequently received an Order in Council appointment to serve on the Executive of the founding Board as Secretary.</p>	
<b>Other Roles</b>	
Specialist Medical Officer Regular Force Reserves (2015- Present) - Canadian Armed Forces, Canada	2009 - 2015
Attending Physician (Locum Tenens)	2015 – 2022

Critical Care Medicine, Thunder Bay Regional Hospital, Canada	
Consultant Physician (Courtesy Staff) - Critical Care & Infectious Diseases Mount Sinai Hospital & University Health Network, Toronto, Canada	2015 – 2022
Specialist Medical Officer - Internal Medicine/Critical Care (Regular Forces) Canadian Armed Forces (Royal Canadian Air Force), Canada	2009 - 2015
Attending Physician (Clinical Associate) Critical Care & Infectious Diseases, Mount Sinai Hospital & University Health Network, Toronto, Canada	2007 - 2010
Attending Physician (Courtesy Staff, Locum) Internal Medicine & HIV, Sault Area Hospital, Canada	2003 - 2009
Attending Physician (Locum Tenens) Critical Care & Internal Medicine, Thunder Bay Regional Hospital, Canada	2003 - 2008
Attending Physician (Clinical Assistant) Division of General Internal Medicine, University Health Network – Toronto General Hospital, Toronto, Canada	2003 - 2004
Paramedic Peel-York/Orillia/District of Halton & Mississauga Ambulance Services, Canada	1989 - 1995

## Administrative Appointments Highlights

Member	InFACT (International Forum for Acute Care Trialists)	2011 - 2021
Member, Working Group 4	International Severe Acute Respiratory Infection Consortium (ISARIC)	2011 - 2021
Past-Chair/Chair/Vice Chair	CHEST Disaster Response Network, Chicago, US	2013 - 2019
Member, Executive Steering	CHEST Task Force for Mass Casualty Critical Care, US	2011 - 2021
Past-Chair/Chair/Vice Chair	SCCM Fundamentals of Disaster Medicine Committee, Chicago, US	2015 - 2021
Member	Canadian Critical Care Trials Group (CCCTG), Canada	2006 - 2016
Member, Examination Board	Royal College of Physicians & Surgeons of Canada	2013 - 2018
Advisor & Project Lead	Ontario Provincial Pandemic Planning Committee, Canada	2004 - 2007
Member	Hospital Emergency Dept. & Ambulance Effectiveness Working Group, Minister's Task Force, Ontario, Canada.	2004 - 2007
Member, Board of Directors	Aids Committee of Toronto, Canada	2002 - 2004

## Qualifications / Professional Training

**Masters of Business Administration [with distinction] (2023)**  
Durham University, Durham, England

**Physician Leadership Institute Certificate (2019)**  
Canadian Medical Association

**Diploma, Tropical Medicine & Hygiene (2011)**  
Universidad Peruana Cayetano Heredia, Gorgas Memorial Institute of Tropical & Preventive Medicine, Lima, Peru

**MSc, Public Health (2009)**  
London School of Hygiene and Tropical Medicine, London, UK

**Fellowships, Critical Care Medicine & Infectious Diseases (2004 - 2007)**  
McMaster University, Ontario, Canada

**Residency, Internal Medicine (1999 - 2003)**  
University of Toronto, Ontario, Canada

**Doctor of Medicine [MD] (1999)**  
McMaster University, Ontario, Canada

**BA, Health Studies – [with honours] (1996)**  
Brock University, Ontario, Canada

## Qualifications, Certifications & Licences

Canadian Certified Physician Executive, Canadian Society of Physician Leaders (2022 – Present)  
Diplomate, Prehospital & Transport Medicine, Royal College of Physicians and Surgeons of Canada (2021 - Present)  
General Medical Council UK - full registration with a licence to practice (2016-2022)  
Canadian Patient Safety Educator (2014)  
Operational Flight Surgeon Qualification (2014)  
Fellow, Critical Care, Royal College of Physicians & Surgeons of Canada (2007 - Present)  
Fellow, Infectious Diseases, Royal College of Physicians & Surgeons of Canada (2006 - Present)  
Fellow, Internal Medicine, Royal College of Physicians & Surgeons of Canada (2003 - Present)

<b>Security Clearance</b>	Secret.	<b>Academic Teaching Dossier:</b>	Available on request.
<b>Publications &amp; Research:</b>	Available on request.	<b>References:</b>	Available on request.